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Review of the efficiency of the administrative and financial functioning of the United Nations

Human resources management

Gratis personnel

Report of the Secretary-General

Summary

The General Assembly, in its resolution 51/243 of 15 September 1997, requested the Secretary-General to phase out expeditiously gratis personnel throughout the Secretariat. In its resolution 53/11 of 26 October 1998, the General Assembly requested the Secretary-General to report on the implementation of the phase-out of type II gratis personnel at its resumed fifty-third session, noting that all such personnel were to be replaced by staff members by 28 February 1999. The present report is submitted in compliance with that request.

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I. Introduction

1. As reported in the last quarterly report of the Secretary-General on the use of gratis personnel for the period from 1 October 1998 to 31 December 1998 (A/53/715), a total of 94 type II gratis personnel remained at the end of 1998 in the following departments and offices:

Department of Peacekeeping Operation	75
International Tribunal for the Former Yugoslavia	1
International Criminal Tribunal for Rwanda	8
Office for the Coordination of Humanitarian Affairs	2
Office of the Iraq Programme	1
United Nations Office at Nairobi	7
Total	**94**

Department of Peacekeeping Operations

2. The Department of Peacekeeping Operations, which had relied heavily on the expertise of gratis personnel for the planning, support and day-to-day management of peacekeeping missions, was most affected by General Assembly resolution 51/243. Funding was obtained in the 1998–1999 support account budget for the creation of new posts for the recruitment and placement of staff to replace all type II gratis personnel in the Department who had completed their service by 28 February 1999.

3. Of the 123 posts requested by the Department of Peacekeeping Operations in the 1998–1999 support account budget, a total of 55 posts were approved: 48 representing conversion from posts occupied by gratis personnel, of which 18 were to be filled by the recruitment of active military or civilian police officers on secondment from government service and 37 (30 Professional and 7 General Service) by civilians, in accordance with established recruitment and placement procedures.

4. By the time the posts were approved, the Office of Human Resources Management and the Department of Peacekeeping Operations had received, processed and evaluated the following applications received for the 123 posts:

(a) 3,500 applications for civilian posts;

(b) 1,145 applications received from 74 Member States for posts requiring the service of active military or civilian police officers. Thirty-one applications were received from female candidates.

5. The timely response to the recruitment exercise facilitated the expeditious processing of the recruitment of civilian and active military and civilian police personnel, in accordance with established recruitment and placement procedures, involving appointment and promotion bodies which formulated recommendations for selection of the best qualified candidates with due regard to the need to ensure the widest possible geographical basis and with regard to gender.

Recruitment of staff seconded from active military and civilian police

6. For the posts to be filled through secondment from Member States of active military and civilian police personnel, offers of appointments were made in December 1998 and 14 seconded personnel of 14 nationalities commenced their duties, upon the departure of all

type II gratis personnel, between the last week of January 1999 and 1 March 1999. Four additional candidates are under recruitment. The distribution by nationality of these seconded staff members is shown in the attached annex.

Recruitment and placement of civilian staff

7. Of the 30 posts approved by the General Assembly for conversion from gratis to civilian personnel, 21 civilian staff assumed their duties by 28 February 1999 and one additional candidate will report in March 1999.

Gratis personnel engaged by the International Criminal Tribunal for Rwanda, the Office for the Coordination of Humanitarian Affairs, the Office of the Iraq Programme and the United Nations Office at Nairobi

8. The above departments and offices have confirmed that the services of all earlier reported type II gratis personnel had been discontinued by 28 February 1999.

International Tribunal for the Former Yugoslavia

9. As reported in the quarterly report for the period from 1 October 1998 to 31 December 1998, one type II gratis personnel, who has been involved over an extended period in a major trial at the International Tribunal for the Former Yugoslavia, was, at the request of the Court, allowed by the Secretary-General to continue until the end of June 1999, or at an earlier date on which the trial may conclude.

II. Conclusion

10. In compliance with General Assembly resolution 53/11, the Secretary-General notes that, with the exception of the one type II gratis personnel referred to in paragraph 9 above, all type II gratis personnel were phased out by 28 February 1999.

Annex

Recruitment of seconded active military and police personnel in posts converted from gratis personnel[a]

Member States	Number of staff
Argentina	1
Australia	1
Benin	1
China	1
Denmark	1
Ghana	1
Ireland	1
Malaysia	1
Nepal	1
Norway	1
Pakistan	1
Romania	1
Senegal	1
Thailand	1
Total	**14**

[a] Four (4) additional posts are under recruitment